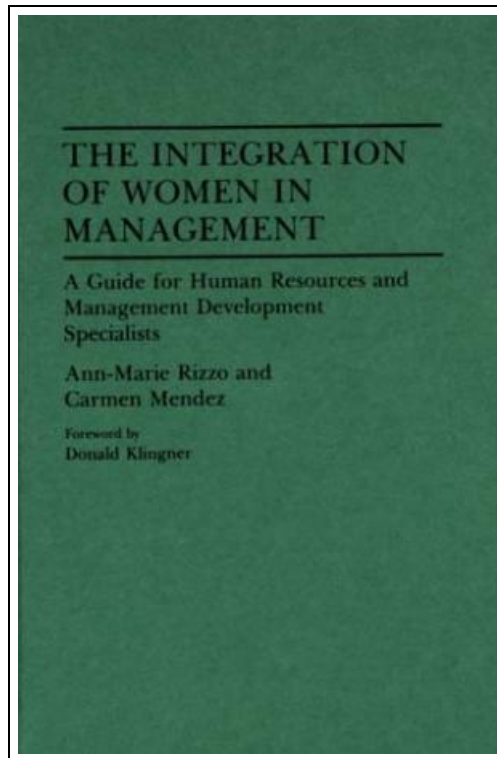


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THE INTEGRATION OF WOMEN IN MANAGEMENT: GUIDE FOR HUMAN RESOURCES AND MANAGEMENT DEVELOPMENT SPECIALISTS (HARDBACK)



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ABC-CLIO, United States, 1990. Hardback. Book Condition: New. New.. 236 x 160 mm. Language: English . Brand New Book ***** Print on Demand *****.Written for human resources managers, trainers, and supervisors, this groundbreaking study examines whether gender-based differences are pervasive in the workplace and, if so, how they influence the work practices of men and women. Drawing upon their own empirical research as well as others in the field, the authors argue that women do not view work and organizations very differently from men and that both men and women need a sense of purpose and want inclusion in the decisions that matter. Rizzo and Mendez then investigate how human resources practitioners can strengthen the capacities of women to become organizational change agents and present a series of creative strategies designed to develop employees, devise training programs, define personnel retention policies, and build work teams. They also include details about workshops, activities, and source materials that trainers and human resources development specialists can use to begin building participative and productive work teams. The result is a practical handbook that not only provides a sound theoretical model for organizational integration but also practical, tested how-to strategies and advice for building an effective workplace that derives maximum participation and productivity from all members. The book begins by looking at common stereotypes of working women and how these stereotypes contribute to the underutilization and devaluation of women in the workplace. Rizzo and Mendez then examine feminist perspectives concerning women's status as well as epistemological explorations of how we know what we know about gender differences. Turning from theory to practice, the authors propose a model for organizational integration, analyze a case study of how women influence others at work, and outline a workshop designed to empower women managers. Detailed tools, strategies, and...

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